CALLYWITH COLLEGE

ANTI-BULLYING POLICY

1.   Purpose

We are committed to providing a caring, friendly and safe environment for all of our students so they can learn in a relaxed and secure atmosphere.

2.   Policy

Bullying of any kind is unacceptable at our college. If bullying does occur, all students should be able to report incidents, knowing they will be dealt with promptly and effectively. This means that anyone who knows that bullying is happening is expected to tell a member of the college staff. If a student feels that they are being bullied by a member of college staff they should be aware of the procedure they can follow to address the problem.

- The Principal, trustees, senior and college managers, teaching and non-teaching staff, students and parents will have an understanding of what bullying is.
- The Principal, trustees, senior and college managers, teaching and non-teaching staff will know what the college policy is on bullying, and follow it when bullying is reported.
- All students will know what the college policy is on bullying, and what they should do if bullying arises.
- Callywith College takes bullying seriously. Students and parents/carers should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

Callywith College recognises bullying as:

The use of aggression with the intention of hurting another person.

Bullying can be, but is not limited to:

- Emotional: being unfriendly, excluding, tormenting (e.g. threatening gestures, interfering with personal possessions).
- Physical: pushing, kicking, hitting, punching or any use of violence
- Racist: racial taunts, graffiti, gestures.
- Sexual: unwanted physical contact or sexually abusive comments.
- Homophobic: focusing on specific issues of sexuality.
- Gender Biased: focusing on specific issues of gender identity.
- Verbal: name-calling, sarcasm, spreading rumours, teasing.

- Cyber: All areas of internet, such as email and internet chat room misuse and misuse of social media. Mobile threats by text messaging and calls. Misuse of associated technology, i.e. camera and video facilities.

Bullying hurts and results in pain and distress to the victim. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Students who are bullying need to learn different ways of behaving and will be appropriately supported with this.

The college has a responsibility to respond promptly and effectively to issues of bullying.

3.   Implementation

It is the responsibility of all tutors, student services staff, learning support staff and college support staff to recognise that a young person may indicate by signs or behaviour that he or she is being bullied. All college staff should be aware of these possible signs and that they should investigate if a young person:

- is frightened of walking to or from college
- wants to change their usual mode of transport and asks/begs to be driven to college
- changes their usual routine
- is unwilling to go to college
- begins to have a poor attendance record
- becomes withdrawn, anxious or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- starts self harming
- has difficulty sleeping, cries themselves to sleep at night or has nightmares
- feels ill in the mornings
- decline in quality of college work
- has possessions which are damaged or "go missing"
- asks for money or starts stealing money (to pay bully)
- has unexplained cuts or bruises
- comes home starving (money / lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other students or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous and jumpy when a cyber-message is received.

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

All Callywith College staff will:

1. Report bullying incidents to the tutor who will try to deal with the case in the first instance.
2. In cases of serious bullying, the incidents will be recorded by tutor and passed to the SMT.
3. In serious cases, parents should be informed and will be asked to come in to a meeting to discuss the problem.
4. If necessary and appropriate, police will be consulted.
5. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly.
6. An attempt will be made to help the bully (bullies) change their behaviour.
7. Inform students of the correct procedure to follow if it is a member of staff that is accused of bullying i.e. Report to their tutor and then to SMT.

The outcomes will be:

1. The bully (bullies) may be asked to genuinely apologise. Other consequences may take place.
2. In serious cases, the student disciplinary policy will be implemented.
3. If possible, the students will be reconciled.
4. After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
5. The incident will be logged on the College Bullying Log.

We will use supportive methods for helping students to prevent bullying. As and when appropriate, these may include:

- Signing a student code of conduct/learner agreement (part of the induction process).
- Having discussions about bullying and why it matters during group tutorial sessions.
- Having clear guidelines on 'what to do if you are being bullied' in student services.
- Providing student support services to students who need additional support.

Staff with specific responsibility:

- SMT
- Tutors
- Student Services staff
- Learning Support staff
- Student Association.

4.   Associated Documents

- Equality, Diversity and Inclusion Policy
- Safeguarding Policies
- Disability Policy
- Complaints Procedure
- Student Disciplinary Policy
- Race Equality Policy
- Assessment Policies
- College Charter
- Student Association Policy
- Student Welfare Handbook.

5.   Monitoring, Review and Evaluation

Effective monitoring will allow Callywith College to conduct impact assessments to review the effectiveness of the anti-bullying policy.

- Regular review of the bullying log to identify potential themes or patterns of bullying.
- Outcomes of bullying log reviews to inform tutorial/pastoral teaching.
- Regular individual tutorial sessions for students to report incidences.
- Tutor training and updating support by the student services team.
- Regular learner voice meetings conducted by SMT.
- Monitoring the college complaints and appeals procedures.